

Aruba Esso News

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Thirteen Employees Selected For Lago-Sponsored University Education



K. Y. Wong



K. W. Wong



D. Marquez



D. R. Henriquez



D. R. Christiaans



K. R. Canhigh



A. E. Leslie



B. E. de Cuba



J. A. v. d. Linden



F. Kock



A. Kock



J. Tromp



H. Bislip

Empleadonan Cualifica Ta Completa Seleccion di Anja Bao Programa di Lago

Diestres empleado di Lago lo cambia ambiente di refineria pa e salanan di universidad di Estados Unidos na September. E anjanan na universidad di e empleadonan lo ta bao responsabilidad di Lago y durante e periodo aki nan lo ser duná ausencia cu permiso pa estudio segun e póliza recientemente anuncíada door di Lago. E diestres hombernan ta completa e selección di estudiantenan bao auspicio di Lago pa matriculacion na September.

E empleadonan ta Kuk Y. Wong, Kok W. Wong, Dominico Marquez, Deonisio R. Henriquez, Dominico Christiaans, Keith R. Canhigh, Adrián E. Leslie, Bertrando E. de Cuba y Juan A. van der Linden, tur di Departamento Técnico; Francisco Kock di Operations Coordination; Adolf Kock y Jacinto Tromp di Departamento di Process, y Hilario Bislip di Comptroller's Dept.

Como estudiantenan bao responsabilidad di Lago, e gastonan di universidad pa e diestres hombernan — incluyendo placa di school, cuminda, alojamiento, boeki y otro gastonan

di school — lo worde pagá door di Lago. Un compensacion igual na cuarenta porciento di salario basico lo ser duná na esnan cu no tin dependientes, y setenta porciento lo ser duná na e hombernan cu tin dependientes pa tanto tempo cu estudio satisfactorio na universidad ser manteni.

E dos Wong-nan ta ruman y ambos lo bai na Universidad di Rhode Island na unda nan curso principal lo ta enginieria químico. E ruman Wong mas hoben ta un Junior Engineering Assistant A den Process Engineering. El tin mas di dos anja y mei di servicio na compania. Sr.

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Improvements in Employee Benefits, Forty-Hour Week Mark Settlement of New Collective Working Agreement

Negotiations for a new Collective Working Agreement were successfully concluded June 26, with the signing of an agreement in principle. The agreement for the new three-year CWA commencing July 1, was signed by Lago President W. A. Murray and IOWUA President F. L. Maduro. Witness to the signing, in addition to management and union representatives, was Reint Laan, special mediator.

The new CWA embodies striking social changes which will not only benefit the employee, but also a community that is faced with absorbing an increasing number of retired residents. A major point of the CWA is the development of improved retirement pensions by a joint management-union committee. The improvements will include additional company costs of between four and five per cent. The plan, to be developed by Jan. 1, 1965, will be retroactive to include employees who retire between the date of the CWA signing and the end of 1964.

Layoff allowances have been increased, but even more important as far as individual and community welfare are concerned, is the provision to assist employees in their

search for new employment in Holland, and to subsidize costs of resettlement for these employees and their families.

Non-industrial and industrial disability benefits have been improved. Survivor benefits have been increased to two years' pay to eligible survivors of an employee who dies while in the company's service as a result of an industrial injury or occupational disease. This benefit will be paid regardless of the employee's length of service.

Wage Adjustment

The CWA also stipulates that Dec. 3, 1964, the company will pay to employees the equivalent of a three per cent general increase plus cost-of-living adjustment. Under the new CWA, this amount may be added to base wages, may be applied against the employee portion of pension costs, or may be paid as a lump sum.

Lago issued two letters to the union, and note of these letters was made in the agreement under working conditions. One letter states that medical expenses for family members will remain the same during the life of the CWA whether or not company operation of medical facil-

Lago Offers Employees Two Programs To Assist In University Training

Lago has two distinct programs to assist employees in quest of university education. One is the Educational Assistance Program and the other is the Educational Leave of Absence Policy. They are not the same, and to be granted the provisions of one does not mean the other automatically applies.

Here are the ways the plans work. The Educational Assistance Program has been developed to sponsor the university education of national professional employees. Under this program, all university fees — tuition, board, room, books and other school fees — will be paid by Lago. An allowance equal to forty per cent of base salary will be granted to those with no dependents, and seventy per cent will be given to the men with dependents as long as satisfactory scholastic performance is maintained.

To be selected for this assistance, the employee must have demonstrated commendable job performance and

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ties is discontinued. A joint management-union committee will be established to cooperatively develop means for medical coverage in the future.

The second letter states that Lago has no plans at this time to discontinue Lago Commissary. Should the possibility arise that these facilities would be discontinued during the term of the CWA, discussions will be held with the Union Board regarding the effect this action would have on union constituents and their families. In addition, it was agreed that if the company decided to discontinue Lago Commissary operations, it would give the IOWUA an opportunity to take over the operation.

Under working hours, the forty-hour, five-day week was agreed to with maintenance of earning, effective Oct. 1, 1964, for all workers. Overtime pay for work on day of rest and holidays was increased, as was shift differential. Also liberalized was shift change premium compensation.

The Collective Working Agreement, which will be applicable from July 1, 1964, through June 30, 1967,

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Qualified Employees Complete Selection Under Company Program for Current Year

Thirteen Lago employees will exchange refinery surroundings for the halls of United States universities in September. The employees' university years will be sponsored by Lago and, during this period, they will be granted educational leaves of absence under the policy recently announced by Lago. The thirteen men complete the selection of Lago-sponsored students for September enrollment.

The two Wongs are brothers and both will attend the University of Rhode Island where they will major in chemical engineering. The younger Mr. Wong is a junior engineering assistant A in Process Engineering. He has over two and one-half years of company service. Mr. Wong attended Don Bosco School and was graduated from St. Augustinus College with a MULO A diploma.

The elder Wong has over seven years of service in the Technical Department where he is presently an engineering assistant B in Economics and Planning. He has a MULO A diploma from St. Dominicus College and has taken over 100 hours of business English in evening sessions at St. Dominicus College. He was a member of the Lago Sport Park Board basketball subcommittee, and

(Continued on page 2)

Mehoracion den Beneficio pa Empleado, Siman di Cuarenta Ora den CCT Nobo

Negociacionnan pa un Combenio Colectivo di Trabao a ser conclui satisfactoriamente Juni 26 cu firmamento di un acuerdo en principio. E acuerdo pa e CCT nobo di tres anja cuminzando Juli 1 a ser firmá pa President di Lago W. A. Murray y Presidente di IOWUA F. L. Maduro. Testigo pa e firmamento ademas di representantenan di directiva y union, tabata Reint Laan, e mediador special.

E CCT nobo ta encerra cambionan social notable cual no solamente lo beneficia empleadonan, pero tambe un comunidat cu ta ser enfrenta cu e situacion pa absorba un cantidad creciente di residentenan cu ta retira cu pension. Un punto principal di e CCT ta e desaroyo di pagonan di pension mehorá door di un comité conhunto di directiva y union. E mehoracionnan lo inclui costo adicional pa compania di entre cuatro y cinco porciento. E plan, cu lo ser desaroyá pa Jan. 1, 1956, lo ta retroactivo pa inclui empleadonan cu retira cu pension entre e fecha di firmamento di e CCT y fin di 1964.

Pagonan di layoff a ser aumentá, pero ainda mas importante en cuantitativo di bienestar di e persona individual y comunidad ta e stipulacion pa asisti empleadonan den buscamento di un empleo nobo na Holanda y pa duna un subsidio pa costonan di establecimiento pa e empleadonan y nian familia.

Benefician pa desabilidad no-industrial y industrial a ser mehorá. Benefician pa sobreviviente a ser aumentá pa dos anja di pago pa sobrevivientenan eligible di un empleado cu muri mientras den servicio di compania como resultado di un accidente di enfermedad industrial. E beneficio aki lo ser pagá no obstante e cantidad di servicio. E CCT també stipula cu Dec. 3, 1964, compaña

lo paga na empleadonan e equivalente di tres porciento di aumento general plus ahustamiento pa costo di bida. Bao e CCT nobo, e suma aki por ser agregá na e sueldon basico, e por ser aplicá contra e parti di empleadonan den e costo di pension, of e por ser pagá den un solo suma.

Lago a sciri union dos carta y nota di e cartanan aki a ser haci den e combieno bau condicionnan di trabao. Un carta ta bisa cu gastonan medico pa miembran di familia lo keda mescos durante e bida di e CCT sea cu e operacion di facilidadan medico door di compania ser descontinuá di no. Un comité conhunto di directiva y union lo ser

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Broadway Goes Latin Guest Stars Announced

"Broadway Goes Latin," Lago's Thursday evening television show, will feature Katyna Raneiri and Los Machucambos the next two weeks. With Edmundo Ros and his orchestra as host entertainers, the July 9 show will present Katyna Raneiri and selections from "South Pacific." Los Machucambos will be featured on the July 16 show with music from "Kiss Me Kate." "Broadway Goes Latin" is sponsored every Thursday evening at 7:45 by Lago.



SUPPLEMENTING EXHIBIT'S artifacts display was a collection of rocks that can be found on Aruba and which display various geological qualities.

UN SUPLEMENTO di e exhibicion di artefactonan tabata un colección di piedra cu por ser hayá ariba Aruba y cual ta indica varios calidadnan geológico.

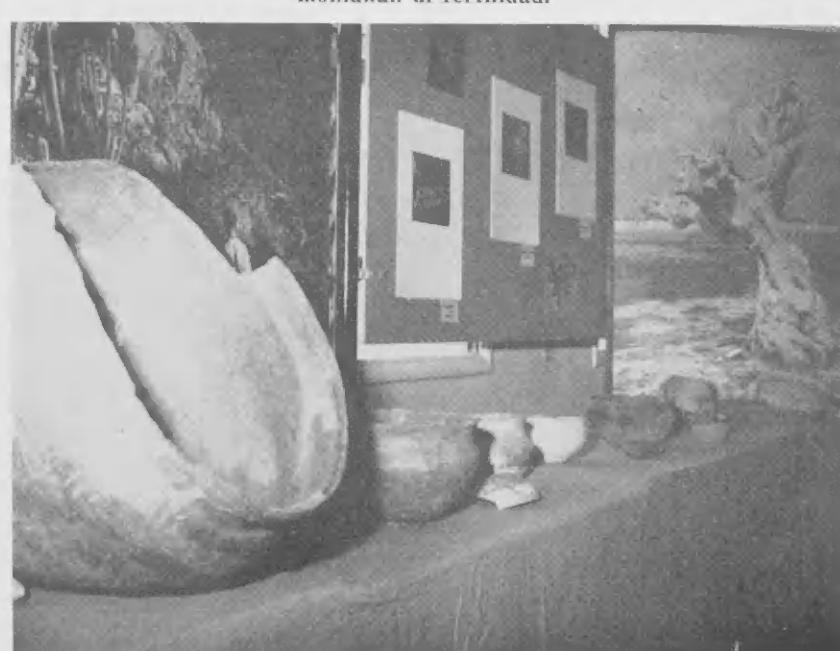


ARUBA NOSTRA member Mrs. W. van Poelje admires large burial urn that gives insight into living habits of past inhabitants.

MIEMBRO DI Aruba Nostra, Sra. W. van Poelje ta admira un weya grande di dera morto cu ta pertenece na inhabitantenan antiguo.



CARVED PIECES of stone served various sociological functions in the Indian community. Object at upper left entered into fertility rites. PIDA PIEDRANAN engrabá tabata sirbi varios función sociológico den e comunidad Indian. E obheto na robez ariba tabata ser usá den ceremonianan di fertilidad.



LONG TABLE displays Indian earthenware against a background of nature photographs provided by Aruba Camera Club.

MESA GRANDI ta ilustra articulonan di Indian trahá di klei y mas patras tin portretinan di vistanan natural sacá door di Camera Club.

Exposición di Artifacatos Di Stichting Aruba Nostra Ta Dorna Centro Cultural

Stichting Aruba Nostra, en cooperacion cu Centro Cultural di Aruba, recientemente a tene un exhibicion di artefactonan Indian que tabata e promer presentacion formalmente organizada di henter e isla tocante e descubrimentonan pa cual esfuerzonan a ser hací recientemente que preserva nan. Den e exhibicion tabatin articulonan hayá door di mas cu binti-cinco persona, incluyendo algun diez empleado di Lago. Promer cu e exhibicion aki, Oficina di Turismo a exhibiu algun artefactonan Arubano.

E exhibicion a ser habri oficialmente Juní 11 door di Gezaghebber Interino I. S. de Cuba y a keda habri te Juní 26.

E exposicion a ofrece, mediante su colección, un vista di e desaroyo di e isla den periodonan promer cu colonizacion Spanjo den anjanan 1600. E artefactonan Indian tabata inclui cuchiu, hacha, bijt trahá di piedra, y pie, dra rondó, purun decorá, pedestal, oreja di canica y medaljon di klei; tur clase di articulonan y hoyeria trahá di cocolishi; algun urna di dera morto y un serie di potchi di klei den bon condicion of masha poco danjá.

Mayoria di e artefactonan a ser hayá na e lugarnan principal ocupada door di Indiannan na Aruba, manera Savaneta, Santa Cruz, Canashito, Noka, Tanki Leendert y Tanki Flip. Algun articulo di loza bieuw di Europa y pidanan di pipa di Gouda tabata representa e era colonial Spanjo y Holandes.

Como un suplemento di e exhibicion di Stichting Aruba Nostra tabatin colecciones di cocolishi y diferente clase di piedra di Aruba. Un cortina di cocolishi tabata na exhibicion, tocante cual tin e supersticion cu esun cu a trahele lo haya uno of



SMALL POT demonstrates both functional and aesthetic requirements of island inhabitants in times past.

UN POTCHI chikito ta demonstra ambos e necesidadnan funcional y estetico di e inhabitantenan di e isla den pasado.

Stichting Aruba Nostra Puts Artifacts on Exhibition

Stichting Aruba Nostra, in cooperation with the Aruba Cultural Center, recently held an exhibition of Indian artifacts. The exhibition provided the first formally organized island-wide showing of archeological discoveries. On display were the finds of more than twenty-five persons, including ten Lago employees. Prior to this exhibition, the Tourist Bureau had displayed some Aruban artifacts.

The exhibit was formally opened June 11 by acting Lt. Gov. I. S. de Cuba and extended through June 26, and displayed active attempts to protect artifacts of Aruba lore and life.

The exposition offered, through its collection, a view of the island's development pre-dating the Spanish colonization in the 1600's. The Indian artifacts included stone knives, axes, chisels, rounded throwing stones, decorative pitchers, pedestals, ears and pendants of Indian earthenware; all types of articles and jewelry made of shells; some burial urns and a series of baked clay pots in undamaged or slightly damaged condition.

Most of the artifacts were from the principal places of Indian occupation on Aruba — Savaneta, Santa Cruz, Canashito, Noka, Tanki Leendert and Tanki Flip. Some old European earthenware and pieces of Gouda pipes represented the colonial era of the Spaniards and Dutch.

Supplementing the Stichting Aruba Nostra exhibition were collections of shells and Aruban rock types. One shell curtain was on display that is accompanied by the superstition that its maker will meet some misfortune. There were also some imitation Indian drawings done on colored paper by school children along with nature photographs provided by the Aruba Camera Club. Board members

otro desgracia. Tambe tabatin algun imitacion di pintamento Indian haci ariba papel di color door di muchan di school hunto cu portretinan di vistanan natural di Camera Club di Aruba. Miembran di Directiva di Stichting Aruba Nostra a sirbi como guia durante e exhibicion.

Actualmente, Stichting Aruba Nostra y Centro Cultural ta tratando di haya un museo den cual por preserva e descubrimentonan archeologico aki y esnan di futuro. E dos organizacionnan ta buscando varios posibilidades den diferente clase di edificio para material aki.

Mirando den futuro, tin otro posibilidadnan door di cual e dos gruponan por yuda promove bida cultural di e isla. Uno di esakinan ta un sistema di un grupo di oradores cu ta exhibi e articulonan na varios lugarnan. Tambe bao consideracion ta pa aumenta e sortonan di exhibicion pa inclui arte tambe, manera cancionnan bieuw y cuadranan pintá.

E obheto tras di e esfuerzonan aki ta pa desaroya un interes activo na Aruba door di Arubianonan — alentá door di un conocimiento y comprension mas grandi di e herencia di e isla.



SHELL CURTAIN carries superstition that its maker would meet with some major misfortune.

CORTINA DI cocolishi ta contiene e supersticion cu esun cu trahele lo encontra algun desgracia grande.

of the Stichting Aruba Nostra served as guides.

Presently, the Stichting Aruba Nostra and the Cultural Center are endeavoring to get a museum in which to preserve these and future archeological discoveries. The two are exploring various possibilities concerning different types of housing for this material.

Future Possibilities

Looking into the future, there are other possibilities through which the two groups can help further the island's cultural life. One of these is a speaker's bureau type of arrangement with portable exhibits. Also under consideration is an expansion of the kinds of exhibits to include culture, such as old songs and paintings.

Underlying all these efforts is the aim to develop an active interest in Aruba by Arubans — fostered through a greater knowledge and understanding of the island's heritage.

Also working towards this end, somewhat, is the Natural Science Study Group for the Antilles based in Utrecht, Netherlands. The group was set up to study conditions past and present on all the islands and its publications have displayed some Aruban artifacts as well as studies of the island's birds, animals and plants.



WELL-PRESERVED state of many of the exhibit's articles is mute testimony to the care used in their original construction. E CONDICION bon preservá di hopi di e articulonan di e exhibicion ta testimonio silencioso di e cuidao usá tempo cu nan a ser originalmente construí door di e inhabitantenan.



TREES PLANTED on island's hillside are protected from elements and goats through stick structures. Piles also help slow movement of rain water and help absorption by soil.

MATA PLANTA ariba ceronan di e isla ta ser protehá for di influencianan di atmosfera y cabrito pa un capa di palo seco. E palo tambe ta yuda wanta movemento di awa cu ta yobe y ta yuda pa e tera absorba e awa.



TERRACES BUILT up of sticks and rocks deter run-off of rainwater. As mud and leaves pack the structures, water will actually be contained on the terraces.



DAMNAN TRAHA di piedra y palo ta wanta corrida di awa yobí. Mientras lodo y foyo ta pega contra e damnan, awa en realidad lo worde wantá den e damnan.

Gobierno A Cuminza cu Projecto di Reforestacion

Ta Spera cu Esfuerzonan pa Retene Awa Lo Resulta den un 'Bisti Verde' pa Aruba

Durante siglonan, poétanan y pintornan a purba di captura y comunica cu nan pen y penceel e belleza di un palo. Den temponan reciente, conservacionistanan a mira e palo pa su trabao pa prevenir erosión di tera y como un promotor pa crecimiento di otro matanán door di yuda tera retene awa cu ta yobe. Un proyecto grandi di reforestacion ta actualmente en progreso na Aruba cu e obheto cual ta combina ambos obhetos noble di e artista pintor y e conservacionista. E posibilidad ta existi cu no mucho anja den futuro, e isla por refleha e esfuerzonan actual door di presenta un capa di mata berde henter anja.

E proyecto cu ta bao encargo di gobierno insular ta bao dirección di Dr. E. J. van der Kuip, asistí pa S. M. Vrolijk. E proyecto a worde principiá na Januari 1962.

E base di e optimismo expresa pa Dr. Van der Kuip ta fundá ariba dos hecho. E suelo di Aruba, contrario di loke algun hende ta kere, ta excepcionalmente rico den mineral cu ta yuda crecimiento y e yobida promedio di tur anja ta suficiente pa sostene un cantidad mas grandi di vegetacion cu el ta haci actualmente — basta cu e awa por ser wantá y prevenir pa corre bai back pa lama y hibando asina hopi di e tera valiosos.

Pa logra e resultado aki, varios medida a ser tumá y como cu e proyecto ainda ta den e periodo inicial y di desaroyo, mejoracionnan den futuro lo bini sigur.

Aruba su yobida anual ta mas o menos binti duim. Aunque esaki no por ser considerá di ta hopi awa, e problema no ta e cantidad di awa, pero e manera pa retene e awa cu ta cai. Actualmente, eabilidad di e tera pa retene awa ta masha pober, pasobrada penetracion di e awa ta dificil y e falta di palonan ta haci esaki ainda mas dificil. Fromer cu e awa pasa bai den tera, el ta corre for di cerronan y ta bai pa lama.

Pa combatir esaki, damnan di piedra tur rond di e cerronan a worde trahá mas o menos un metro y mei for di otro. E efecto ta awor cu mientras e awa ta baha for di cerro-

nan, el ta worde wantá door di e damnan y ta haya mas tempo pa penetrar den tera. Na mes tempo, e awa ta trece lodo, pidanan di palo seco y foyo cual ta acumula na e damnan. A lo largo, e buraconan den e damnan ta keda cerrá door di e materialnan absorbente aki y e corriente di e awa lo stop casi completo.

Hunto cu e esfuerzo cu e proyecto aki, damnan mas grandi di cement y piedra a ser trahá den rooinan pa wanta e corrida di awa pa lama y, segun ta ser sperá, pa wanta e awa pa e keda unda el ta cai.

E damnan rond di cerronan ta ser construi generalmente den e temporada di secura. Hunto cu e trabao aki, palonan ta worde plantá den potchi y ta ser cuidá pa tres te seis luna. Luego, mas o menos na Octobre, despues cu e palonan a coi poco forza, nan ta ser treći y pon den e damnan rond di cero. Asina e palonan por beneficia di henter e temporada di yobida.

Den plantamiento di e palonan ariba e cerronan, cierto pasonan a ser tumá pa protehá matanán jong, tanto for di e elementonan di tempo y cabritonan. E palonan chikito ta ser poní den un estructura cuadrá trahá di palo seco tur rond. Como cu e estructura aki tin poco stabilitad, esaki ta descurashá cabritonan, mientras nan tambe ta duna basta sombra — y asina menos awa ta necesario pa nan crece. E estructuranan di palo tambe ta sirbi pa wanta biento asina cu qualquier humedad cu por tin den tera no ta worde secá manera lo por ta ora tin biento ta supla ariba un terreno completamente habri.

Tur e puntonan aki ta yuda = (Continua na pagina 5)



NEARLY ALL materials used in island reforestation project are collected in immediate area. Essentially, man is helping nature protect itself. CASI TUR materialnan usá den e proyecto di reforestacion di e isla ta ser buscá den becindario mes. Esencialmente, aki hende ta yuda naturaleza protehá su mes.



ROCK AND cement are used to dam up creek beds and contain rainwater. Annual rainfall can support much vegetation if it can be collected.



PIEDRA Y cement ta ser usá pa traha damnan chikito den rooi pa retene awa cu ta yobe. Yobida di tur anja por yuda matanán hopi si e awa por worde acumulá.

Year Round 'Green Suit' Being Fashioned For Aruba by Soil Conservationists

Through the ages, poets and painters have tried to capture and communicate by pen and brushstroke the beauty that is a tree. In recent times, conservationists have viewed the tree for its role as a deterrent to soil erosion and as a promoter of further growing by giving the soil assistance in retaining rainwater.

A major reforestation project is now underway in Aruba with goals which combine the noble aims of both the artist and the conservationist. The possibilities are such that in not too many years the island may reflect the present efforts by sporting a year-round suit of green.

Sponsored by the island government, the project is being directed by Dr. E. J. van der Kuip, assisted by S. M. Vrolijk. The project was initiated in January, 1962.

The basis for the optimism expressed by Dr. Van der Kuip is based on two facts. Aruba's soil, contrary to some beliefs, is exceptionally rich in minerals that aid growth, and the average annual rainfall is sufficient

to sustain a larger amount of vegetation than it does presently — if the water can be contained and prevented from running off into the sea and carrying with it much valuable soil.

Toward this end, several measures have been taken and, since the project is still in the young and learning stages, future refinements are certain.

Aruba's annual rainfall is, more or less, twenty inches. Though not to be considered a lot of water, the problem is not one of quantity, but of containing that which is available. The soil's water-holding ability at present is poor because penetration is difficult and the lack of trees makes it even more difficult. Before the water seeps into the ground, therefore, it rolls off the hillsides and into the sea.

To combat this, stones have been raked up and terraced along the ridges in piles about one and one-half meters apart. The effect is such that as the water comes off the hillsides, it is slowed by the rocks and given more time to penetrate the soil. At the same time, the water brings down with it mud, sticks and leaves which tend to be caught by the rocks. Eventually, the openings between the rocks will be filled by these water absorbant materials and the rush of water will be almost stopped.

Along with this effort, cement and rock dams have been constructed in creekbeds to further deter this seaward rush and, hopefully, bind the water where it falls.

The ridges are usually constructed during the dry season. Simultaneously, trees are planted in pots and nurtured for some three to six months. Then, about October, after the trees have strengthened, they are placed on the ridges. The trees can then profit from the entire rainy season.

In planting the trees on the ridges, certain steps have been taken to protect the young saplings from both elements and goats. The tree is placed inside structures of sticks built up in a square about the saplings. The structures, because of instability, discourage goats, while also providing a considerable amount of shade — so less water is necessary for growth. The structures also serve as wind breakers so whatever moisture is in the ground is not dried up as it might be by a wind sweeping across a completely open plain.

All these features add to the survival chances of the individual tree. As more and more trees survive the hazards faced by the young saplings, because the soil's water binding quality has been improved, the hoped

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Lago Engineering Division Completes Nineteen Years of Accident-Free Effort

The Technical Department's Engineering Division completed nineteen years without a disabling industrial injury June 19. Over this period, the group worked a total of 6,777,395 safe manhours, many of which were spent in the heart of the refinery or adjoining areas while carrying out assigned duties.

The Engineering Division is composed of four groups, project engineers, field engineers, inspection engineers and draftsmen. Each group spends considerable time in the field, making the achievement all the more remarkable.

Project engineers, for example, are continually on the sites of new construction or come downs. In making necessary studies and surveys, the field engineers even take to the sea; the group makes harbor soundings from a row boat. In laying out designs and drawings, the draftsmen

go directly on-site for necessary specifications.

Greatest incidence of exposure, perhaps, is in the inspection section where, by nature of their duties, they are required to climb tanks, vessels and move about and inside nearly every piece of refinery equipment.

In a memo of congratulations from J. F. Malcolm to the division, it was pointed out that Lago management appreciated the fine safety effort, but that the greatest award is that "you kept yourself from being hurt and thus saved yourself and your family unnecessary suffering."

Siete Empleado di Lago Ta Sigui Curso di Training Na Instalacion na Lima

Cinco enginiero di Lago recientemente a atende un curso den disenyo basico di proceso na e Latin American Training Center, na Lima. Un otro Enginiero, R. S. Swingholm, tabata uno di e dos coordinadornan di curso. Esnan cu a asisti for di Lago tabata R. van Heeswijk, E. F. Wolf, M. Angela, C. J. Cvejanovich y C. R. Rimmer.

Dos otro empleado di Lago, J. T. Hegenbarth y V. Tjin-Tham-Sjin di Departamento di Comptroller, tambe a participa den e curso di LATC. Esaki tabata un curso tocante rapporto financiero cu tabata trata tocante tecnico di pronosticacion, rapportnan mensual di ganancia y problemanan relaciona.

Esaki tabata di dos bez cu Sr. Swingholm tabata un instructor di un curso na e centro di training. Pa prepara pa e tarea, el mester a revisa extensivamente e material di e curso cu a ser usá anja pasa.

Seven Lago Employees Attend Training Classes At Lima Installation

Five Lago engineers recently attended a course in basic process design at the Latin American Training Center, Lima. Another Lago engineer, R. S. Swingholm, was one of the two course coordinators. The attenders from Lago were R. Van Heeswijk, E. F. Wolf, M. Angela, G. J. Cvejanovich and C. R. Rimmer.

Two other Lago employees, J. T. Hegenbarth and V. Tjin-Tham-Sjin di Comptroller's Department, also participated in a LATC course. It was a financial reporting seminar which dealt with techniques of financial forecasting, monthly earnings reports and related problems.

This was the second time Mr. Swingholm was a course instructor at the training center. In preparation for the task, he undertook extensive revision of the course material used last year.

Tambe Statistiek Positivo

Otro gruponan cu a bai atras segun e statistiek ta Lago Police, Administracion, y Depto. Medico. Mejoracionnan a ser munstrá pa Executive, Seccion di Equipo, y Schoolnan di Seroe Colorado.

Un punto statistico positivo cu ta bini na claridad ta cu di e binti-tres gruponan compitiendo, diezun di nan tin actualmente un frecuencia cu ta mas abao cu esun cu nan tabatin na fin di 1963. E cifra di frecuencia pa henter compania, sinembargo, actualmente ta 29.00 y e cifra di accidenten pa trabaño anja pasá ta bata 28.04.

Un otro hecho animante ta cu e statistiek pa miembranan di familia a munstra un reducción fuerte desde cu e programa di seguridad pa trabaño a ser inició. Loke esaki ta implica ta cu miembranan di familia parce ta saca mas beneficio for di e programa cu empleadonan di Lago mes.



THE BOOKLET that describes the attack of Nazi U-boat 156 during World War II was given to students of Graf von Zinzendorf School by H. K. Barloth, right. Principal H. C. L. Capel points out damage to school wall caused by shell fired by the marauding Nazi U-boat and crew.

E BOEKI cu ta describi e atake di e Submarino Aleman U-156 durante Guera Mundial II a ser duná na estudiantenan di Graf von Zinzendorf School door di H. K. Barloth, arriba. Cabezan de School H. C. L. Capel ta munstra e danjo na e muraya di school causá door di un bala tirá door di e Submarino Nazi

Libreta cu Historia di U-Boat 156 Reparti Na Diez Siete School

E estudiantenan di diezsiete school na Aruba a recibí copia di e libreta cu ta describi e atake ariba Aruba door di e Submarino Nazi U-156. E boekinan a ser prepará y presentá na e schoolnan door di Departamento di Relacion Publico di Lago. E partimento di e boekinan a ser haci door di Severiano Luydens.

E boekinan lo ser usá en combinacion cu estudio di historia di Aruba y e relato lo duna e estudiantenan un vista mas confidente di un accion solitario di un guerra mundial cu a toca nan isla chikito.

E atake a tuma lugar den oranan di madruga di Feb. 16, 1942 y aunque esaki tabata e accion di solamente un submarino, e danjo di guerra tabata claramente visto den becindario di Refineria di Lago. No tur e marcanan di e atake a ser kitá. Ainda tin uno ariba e murayanan di Graf von Zinzendorf School na San Nicolas. Uno di e balanan di e submarino Aleman U-156 tirá den ancho a kibra un muraya di e school. Envez di drecha e danjo, e autoridadnan di school a prefera di laga e concreto kibrá pa generacionnan di futuro por mira y podiser por realizar mejor cu un atake enberdad a tuma lugar aki.

Na Graf von Zinzendorf School, e cabezan de school H. C. L. Capel a hala atencion di su estudiantenan na e muraya kibrá durante partimento y lezamiento di e boeki.

REFORESTACION

(Continua di pagina 4)

chens pa e palonan por sobrevevi. Mientras mas y mas palonan ta wanta e peligronan cu e matanan jong ta enfrenta como cu e posibilidad di e tera pa wanta e awa a ser mejorá, e efecto cu ta ser sperá ta cu mas y mas palonan lo tin un mejor chens contra e elementonan. E punto esencial ta cu e proyecto ta tratta pa duna e palonan un mejor chens di biba cu naturaleza mes tin bez por duna nan. Esaki ta un proyecto continuo y ta designa di tai forma cu e mejoracionnan en beneficiacion lo amenta cu cada palo cu sobrevevi e peligronan inicial.

E importancia di e beneficiacion creciente ta bira evidente ora nos considera e obhetonan grandioso di e proyecto. Si e tarea tabata pa reforestar un lugar chikito, manera un parque, anto un cuido constante por ser duná na cada mata chikito individualmente. Pero e trabaño di reforestacion di henter e isla ta di tal grandura cu ta solamente practico pa duna un ayudo na naturaleza.

Pero e obheto no ta algo grandioso exagerá. Na un tempo, promer cu colonizacion, segun Dr. Van der Kuip, henter e districtonan tabata berde. Sinembargo, demasiado palonan e ser cortá pa uso den trahamento di barconan, casnan y e erosion cu a resulta a limita e crecimiento di otro palonan pa reemplaza esnan cu a ser tumbá — e efecto contrario tabata cu e cantidad di palonan a mengua.

U-Boat 156 Narrative Presented To Students With Aid of Lago Booklet

The students of seventeen Aruba schools received copies of the booklet that describes the attack on Aruba by Nazi U-Boat 156. The booklets were prepared and presented to the schools by Lago's Public Relations Department. The actual distribution was done by Severiano Luydens.

The booklets will be used in conjunction with the study of Aruba history, and the narrative will give the students an intimate glimpse of the lone action of a global war that touched their little island.

The attack took place in the early morning hours of Feb. 16, 1942, and although it was the action of only one submarine, the havoc of war was clearly exhibited in the vicinity of Lago Refinery. Not all of the marks of the attack have been wiped away. One still remains on the wall of Graf von Zinzendorf School in San Nicholas. One of the shells U-Boat 156 lobbed into the night damaged one wall of the school. Rather than repair the damage, school authorities chose to leave the shattered concrete for future generations to see, and, perhaps, be better able to realize that it did happen here.

At the Graf von Zinzendorf School, Principal H. C. L. Capel drew the attention of his students to the marred wall during the distribution and reading of the attack booklet.

UNIVERSITY ASSIST

(Continued from page 1)

indicated strong interest in university training. Considerations affecting selections are the need at Lago for a particular profession, the applicant's course of study, acceptance at a recognized university with a fair assurance that this level of education can be completed, and potential of candidate.

Thirteen employees, as announced in this issue, have been selected for Lago sponsorship at United States universities under the Educational Assistance Program. The thirteen complete the selection for September enrollment. Thus far, nineteen employees have been sponsored by Lago.

If selection is made under the Educational Assistance Program, the employee receives the benefits of the Educational Leave of Absence Policy. If he is not selected under the assistance program, he still may make use of the leave of absence policy. An employee who is accepted by a school for advanced education not available in Aruba and who will finance his education through personal means or Lago Scholarship Foundation grants will be eligible for the Educational Leave of Absence Policy.

Information and applications regarding both programs may be obtained from the Industrial Relations Department training advisor. Mem-

Dos Programa pa Obtene Educacion Universitario Ofreci na Empleadonan

Lago tin dos programa distinto pa yuda empleadonan en busca di un educacion universitario. Uno di nata e Programa di Asistencia pa Educacion y e otro ta e Póliza pa Ausencia cu Permiso pa Estudio. Nan dos no ta mescos, y si nan worde duná, e stipulacionnan di uno no ta nifica cu e otro ta aplica automaticamente.

Aki ta sigui com e plannan ta traha. E Programa di Asistencia pa Educacion a ser desaroyá pa apoya educacion universitario di empleadonan nacional cu tin un profesion. Bao e programa aki, tur gastonan di universidad — placa di school, cuminda, alojamiento, boeki y otro gastonan di school — lo worde pagá door di Lago. Un porcentaje di e salario actual tambe lo ser manteni.

Pa ser selectá pa e ayudo aki, e empleado mester a demonstra eheucion comendable di trabaño y indica di tin un interes grandi den un estadio universitario. E consideracionnan cu ta afecta e seleccion ta e nedi 166 porciento. Departamento particular, e curso di estadio di e aplicante, aceptacion na un universidad reconoci cu un aseguranza razonable cu e nivel di educacion aki por ser completá y e potencial di e candidato.

Dieztres Empleado

Dieztres empleado, manera ta anunciará den e edicion aki, a ser selectá pa ricibi yudanza di Lago pa estadio na universidadnan di Estados Unidos bao e Programa di Asistencia pa Educacion. E dieztres ta completa e seleccion pa registracion na September. Te awor, diezneue empleado a ricibi ayudo for di Lago den e forma aki.

Si un empleado ser selectá bao e Programa di Asistencia pa Educacion, el ta ricibi e beneficion di e Póliza di Ausencia cu Permiso pa Estudio. Si e no ser selectá bao e programa di asistencia, toch el por haci uso di e póliza di ausencia cu permiso. Un empleado cu ta ser acceptá door di un school pa educacion avanzá cu no ta disponible na Aruba y kende lo financia su educacion personalmente di mediante ayudo di Lago Scholarship Foundation, lo ta elegible pa e Póliza di Ausencia cu Permiso pa Estudio.

Informacion y aplicacion pa ambos programa por ser obtenci for di e consejero di training di Departamento di Relacion Industrial. Miembranan di e comité di seleccion pa ayudo directo di Lago ta J. M. Ballenger, presidente; H. C. Miller di Departamento Técnico; C. A. Stewart Jr., di Departamento di Comptroller; y L. D. Dittle di Departamento di Relacion Industrial.

bers of the selection committee for Lago sponsorship are J. M. Ballenger, chairman, H. C. Miller of the Technical Department, C. A. Stewart, Jr., of the Comptroller's Department, and L. D. Dittle of the Industrial Relations Department.



RALPH SWINGHOLM, far left, supervises efforts of Lago employees during process design training course in Lima. The men are R. van Heeswijk, E. F. Wolf, M. Angela, G. J. Cvejanovich and C. R. Rimmer.

Lago Sport Park Site of Five Attractions During Tenth Annual ASU Olympiad

The Lago Sport Park will be one of the meeting places for athletes and sport fans during the current olympiad sponsored by the Aruba Sports Union. The tenth ASU Olympiad was officially opened last Wednesday and will continue to July 12. The twelve-day sports competition will include fourteen different sporting events ranging from billiards to basketball, from fencing to skindiving and trolleying.

Teams from Curaçao, Bonaire, Santo Domingo and Puerto Rico will add an international lustre to judo, weightlifting, lawn tennis, softball, baseball, basketball and volleyball.

The events will be held in different parts of the island to stimulate wide and active participation. Events will be staged in many social clubs and

Division di Enginiero Ta Completa Dieznaue Anja sin Accidente

Division di Enginieria di Departamento Tecnico a completa dieznaue anja sin un accidente industrial incapacitante ariba Juni 19. Durante el periodo aki, e grupo n trahe un total de 6,777,395 ora di trabao sin accidente, hopi di cual a ser trahe den curazon di refineria of lugarnan pagá mientras nan tabata eherce nan tareeanan asigná.

E Division di Enginieria ta consisti di cuatro grupo: project engineers, field engineers, inspection engineers y draftsmen. Cada uno di e gruponan ta pasa considerable di nan tempo pafor den refineria, lo cual ta haci nan exito ainda mas remarcable. Enginiereron di proyec-tonan, por ehemel, continuamente ta presente na n lugarnan di construccion nobo of ora plantanan baha. Pa haci estudionan necesario, e enginieron cu ta trahe pafor den refineria hasta mester bai ariba lama den caso cu e grupo mester haci sonda den haaf for di un boto di rema. Pa trahe disenyo y mapanan, e pintadornan di mapa ta bai direc-tamente na e lugar di trabao pa busca especificacionnan necesario.

E caso den cual nan ta mas tanto exponi na peligro, podiser, ta den e sección di inspección na unda, segun e naturaleza di nan trabao, nan mester subi tankinan, bapornan y pasa rond y paden casi tur pida equipo of planta di refineria.

athletic clubs, but those drawing large crowds, such as baseball, basketball, football and track and field, will be held in Wilhelmina Stadium and the Lago Sport Park.

Sport Park Events

The first Lago Sport Park event takes place tonight at 8 p.m., when the Aruba volleyball team meets Puerto Rico.

Second event will be cricket Sunday morning at ten o'clock. Third event is set for Thursday, July 9, and features track and field and cycle racing, climaxed with the nine-mile cycle race.

The Aruba basketball team plays the Puerto Rico team July 8, at 8 p.m. The last Lago Sport Park event is slated for Sunday, July 12, at 10 a.m., when the Aruba baseball team meets the Puerto Rico team.

Admission fees for all the Lago Sport Park events will be Fls. 1.00, except for cricket, track and field and cycle racing. Admission for the cricket games will be free; admission fee has been set at fifty cents for track and cycle racing.

CORRECTION



E. M. Sambre D. E. Halman

The Aruba ESSO News incorrectly identified E. M. Sambre and D. E. Halman in the coverage of June thirty-year awards. The two thirty-year employees, correctly identified, appear above.

CWA Accord Reached

(Continued from page 1)

comprises seventy-one items under seven categories. Fifteen items deal with holidays, vacation and absences with pay. Most are liberalizations and include such grants as day off with pay on the day the employee receives his twenty-five year service watch. Pay and pay rules have fourteen stipulations, all of which better the employees' position.

Under working hours, in addition to the shortened work week, the company agreed to keep overtime work to a minimum, and agreed to use volunteers for overtime work to the extent possible.

Benefits comprised the largest and most beneficial gains to employees. In addition to those cited, it was agreed that a union and company representative would investigate the possibility of providing financial assistance for eligible employees to attain home ownership.

Formal negotiation leading to the new Collective Working Agreement were begun Feb. 22. Preceding the opening, however, the Lago Bargaining Team and the IOWUA Board members made presentations regarding the problems and concerns of the company and employees. Jan. 20, the union submitted its list of proposals and, at the same time, the company listed proposals which dealt primarily with changes in or clarification of existing procedures.

The first round of negotiations comprised ten meetings and was concluded March 19. Seven meetings made up the second round of negotiations which began March 26 and ended April 10, at which time it was agreed to defer further meetings to permit each side to re-examine its

position in the bargaining.

Round three of the discussions opened April 29, and it was at this meeting that the union submitted what was termed its "final package." The two sides met again May 4. The union's concern for job security was met with Lago proposals for a reduced work week, improved termination allowances, improved pensions and a plan for seeking job opportunities elsewhere. It was at the May 4 meeting that negotiations were suspended.

At the request of the IOWUA Board, a joint meeting was arranged May 9. No agreement was reached at this meeting, and four days later, May 13, the Council of Ministers of the Federal Government proclaimed a thirty-day cooling off period. An IOWUA flyer informed the union membership that the strike which had been planned for May 14 was called off.

The next major development was the appointment of Reint Laan, a member of the Dutch Lower House, as special mediator. He arrived in Aruba May 29, and immediately proceeded to familiarize himself with both parties and their presentations of the issues. The cooling off period, which would have terminated June 11, was voluntarily extended to July 1.

The Lago Bargaining Team and the IOWUA Board reopened negotiations June 15 under the chairmanship of Mr. Laan. The meetings continued almost daily culminating in agreement in principle June 24, and the actual signing of this agreement June 26. All joint meetings conducted by Mr. Laan were held at the Aruba Caribbean Hotel.

E. Arends, M. Maduro, A. Macknack, R. Jackson A Anuncia Nan Retiro

Cuatro retiro cu pension a ser anuncíá luna pasá. E cuatro pensionistanan tin mas di un cien y diezcho anja di servicio na Lago y nan ta representa tres departamento. Nan ta Marco B. Maduro, Eusebio Arends, Alexander M. Macknack y Raymond P. Jackson.

Sr. Maduro su empleo na Lago a cumenza Jan. 7, 1933, como un peón den Paint Shop. Na 1937 el a haya cambio pa Gas Plant como un Process Helper "C." Despues di a pasa den e diferente rangonan di helper, el a ricibi promoción pa levelman na 1941 den Process Department-Cracking and Light Ends. Sr. Maduro a termina su carera na Lago luna pasá cu mas di trinta y uno anja di servicio.

Trinti-Tres Anja

Sr. Arends a ser empleá como un Still Cleaner den Pressure Stills na 1931. Despues di un serie di promoción, el a yega e posicion di Assistant Operator na 1942. Na Juli, 1956, el a haya un otro promoción ora cu el a avanza pa Operator. Sr. Arends, pa kende Juni 12, 1964 tabata su ultimo dia di trabao, no tabatin ningun interrupcion den su trinta y tres anja na Lago.

Sr. Macknack di Departamento Mechanical - Food Services, a principia na Lago ariba Nov. 27, 1937 como un Peón "A." Dos luna despues el a haya cambio pa Dining Hall como un kokki sexta clase. El a progresa door di e diferente categorianan di kokki y na 1956 a worde nombrá primer kokki, qual ta su posicion actual. Sr. Macknack lo retira na Augustus, despues di binti-siete anja di servicio continuo.

Sr. Jackson a laga Aruba luna pasá despues di binti-siete anja di servicio na Lago y na Esso Transportation Co. Na April 30, 1937, Sr. Jackson a ser empleá door di Esso Transportation Co. pa servicio arriba lama. Despues di diezsziete anja cu Esso Transportation el a ser cambiá pa Lago como un captan di remolcador den Departamento di Marina, e posicion cu el tabata ocupa promer di su retiro.

Off-the-Job Accidents Increase Sharply in May; Contest Lead Unchanged

Process/Economics and Planning, all Marine Department and the Industrial Relations Department continue to lead the 1964 Lago off-the-job safety contest, according to May statistics released by the Safety Division. Each is maintaining a "0" frequency rate.

Most startling statistic, however, is the sharp increase of off-the-job mishaps over April. In May, there were thirty accidents against sixteen the previous month, an eighty-eight per cent rise. A further examination of the statistics reveals that all Process, with three accidents in April, jumped to eight in May, a climb of 166 per cent. All Mechanical showed an eighty-nine per cent increase, going from nine to seventeen.

Some Positive Statistics

Other groups which lost ground statistically are Lago Police, Administration, and Medical. Improvements were shown by Executive, Equipment Section and Seroe Colrado Schools.

One positive statistic that comes forth is that of the twenty-three competing groups, eleven have current frequency rates lower than the one with which they finished in 1963. The all-company frequency rate, however, is presently 29.00 and last year's off-the-job rate was 28.04.

Another heartening fact is that the family member statistics have taken a sharp decline since the off-the-job safety program was initiated. The implication is that family members seem to be deriving greater benefits from the program that the Lago employee himself.



FRED LEGENHAUSEN was the guest of honor at this retirement luncheon. Guests at the luncheon were F. W. Switzer, J. R. Proterra, P. J. Tricarico, A. S. MacNutt, R. E. Boyack and Dr. R. F. Brace. Shortly before he left Lago, Mr. Legenhausen completed thirty years of service.

Combenio Colectivo di Trabao

(Continua di pagina 1)

sobretiempo na un minimo y a combini pa usa voluntarionan pa trabao di sobretiempo te na unda cu ta posible.

Beneficionan tabata inclui e probetchonan mas grandi y beneficioso pa empleadonan. Ademas di esnan mencioná, a ser combini cu un representante di union y compania lo investiga e posibilidad di duna asistencia financiero pa empleadonan eligible obtene nan propio cas.

Negociacionan formal pa e Combenio Colectivo di Trabao a ser cuminzá Feb. 22. Promer cu cuminzamiento, sinembargo, e Team Negociador di Lago y miembran di Directiva di IOWUA un oportunidad pa tuma over e operacion.

Bao oranan di trabao, e siman di cuarenta ora y cinco dia di trabao a ser combini cu mantenencion di gamentonan, qual lo drenta na vigor pa tur trahadornan Oct. 1, 1964. Pago pa sobretiempo trahá ariba un dia di sosiego y dianan di fiesta a ser aumentá, y tambe e abono pa trabao di warda. Tambe e compensacion di premio pa cambio di warda a ser liberalizá.

E Combenio Colectivo di Trabao, cual lo aplica for di Juli 1, 1964 te Juni 30, 1967, ta contene setenta y uno punto bao siete categoria. Diez-cinco punto ta trata cu dianan di fiesta, vacacion y ausencia cu pago. Mayoria ta liberalizacionan y ta inclui tal concesion manera un dia liber cu pago pa e dia cu e empleado ta ricibi su oloshi pa binti-cinco anja di servicio. Tin diezcuatro stipulacionan cu ta cubri pago y reglanan di pago, y nan tur ta mehora e posicion di e empleado.

Bao oranan di trabao, ademas di e siman di trabao mas cortico, compania a combini pa tene trabao di

REFORESTATION

(Continua di pagina 4)

for effect is that more and more trees will stand a better chance against the elements. Essentially, the project attempts to give the trees a better chance in life than is sometimes given by nature. It is a continuous project and designed so the improvements and benefits will telescope with each tree that survives the initial hazards.

The importance of the telescoping benefits become evident when one considers the ambitious goals of the project. If the task were to reforest a small area, such as a park, then constant care could be given to the individual sapling. But the job of reforesting an entire island is of such proportions that only an assist to nature is practical.

But the goal is not an overly ambitious one. At one time prior to colonization, according to Dr. Van der Kuip, the entire countryside was green. However, too many of the trees were cut down for use in the building of ships and homes and the ensuing erosion further limited the growth of trees to replace the ones removed — a telescoping effect in reverse.

Of vital importance to this project is the fact that Aruba gets one good rain year every three and expectations are for a dry cycle until 1966.

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negociacionan a ser suspendi.

Ariba peticon di Directiva di IOWUA, un reunion conhunto a ser arreglá pa Mei 9. Un acuerdo no a ser yegá na e reunion aki, y cuatro dia despues, Mei 13, e Conseho di Ministrionan di Gobierno Central a proclama un periodo di pacificacion di trenta dia. Un pamphlet di IOWUA a informa miembran di union cu e huelga cu tabata planeá pa Mei 14 cu a ser cancelá.

E siguiente desaroyo importante tabata nombramiento di Reint Laan, un miembro di Segundo Camara Holandes, como mediador special. El a yega Aruba Mei 29 y mes ora a cuminzá cerra conoci cu ambos partida y nan presentacionan di e puntonan di conflicto. E periodo di pacificacion, cu lo a termina Juni 11, a ser prolongá voluntariamente pa Juli 1.

E Team di Negociador di Lago y Directiva di IOWUA a reanuda negociacionan ariba Juni 15 bao presidencia di Sr. Laan. E reunionan a continua casi tur dia y a culmina den e combenio en principio di Juni 24, y e firmamento di e combenio aki Juni 26. Tur a reunionan conhunto cu a worde conduci pa Sr. Laan a ser tení na Aruba Caribbean Hotel.